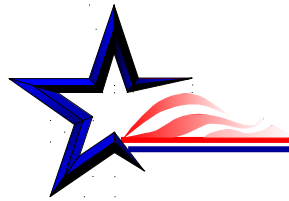




# **Perform to Serve**

**Retaining Highly Skilled  
Motivated Sailors**

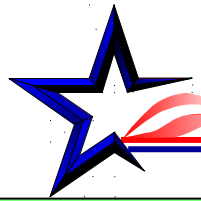
09 November 2005



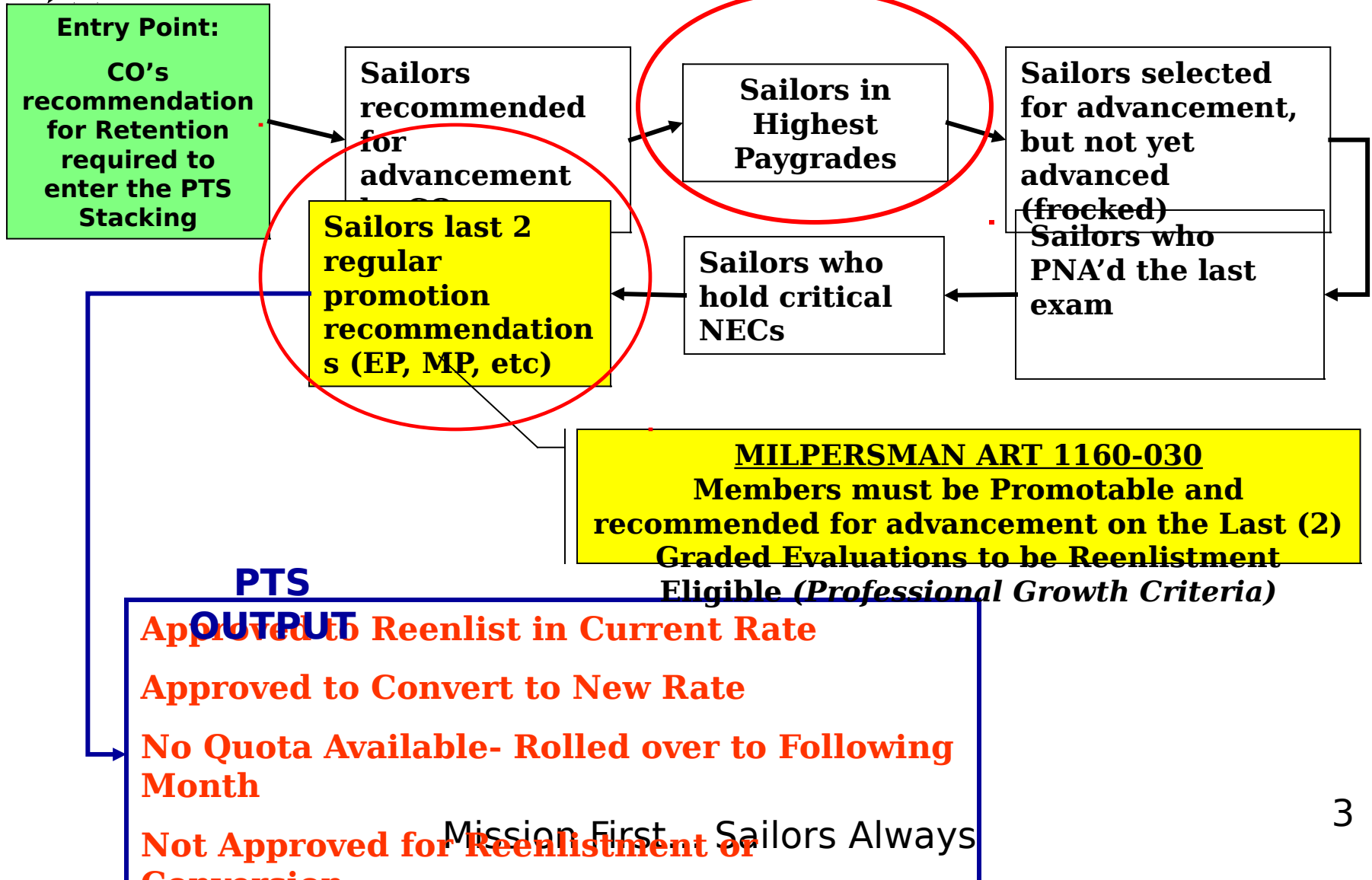
# Perform to Serve (PTS)

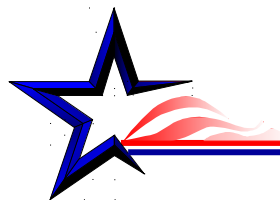
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- Acts as a force shaping tool by leveling rating manning from overmanned to undermanned, and acts as a quality screening by controlling reenlistments
  - Applies to First Term Sailors (less than six years active naval service)
  - Applies to all CREO ratings
- Nature of program
  - Centralized system with OPNAV-controlled quotas
  - Requires BUPERS authority to reenlist
  - Sailors may convert to undermanned rating

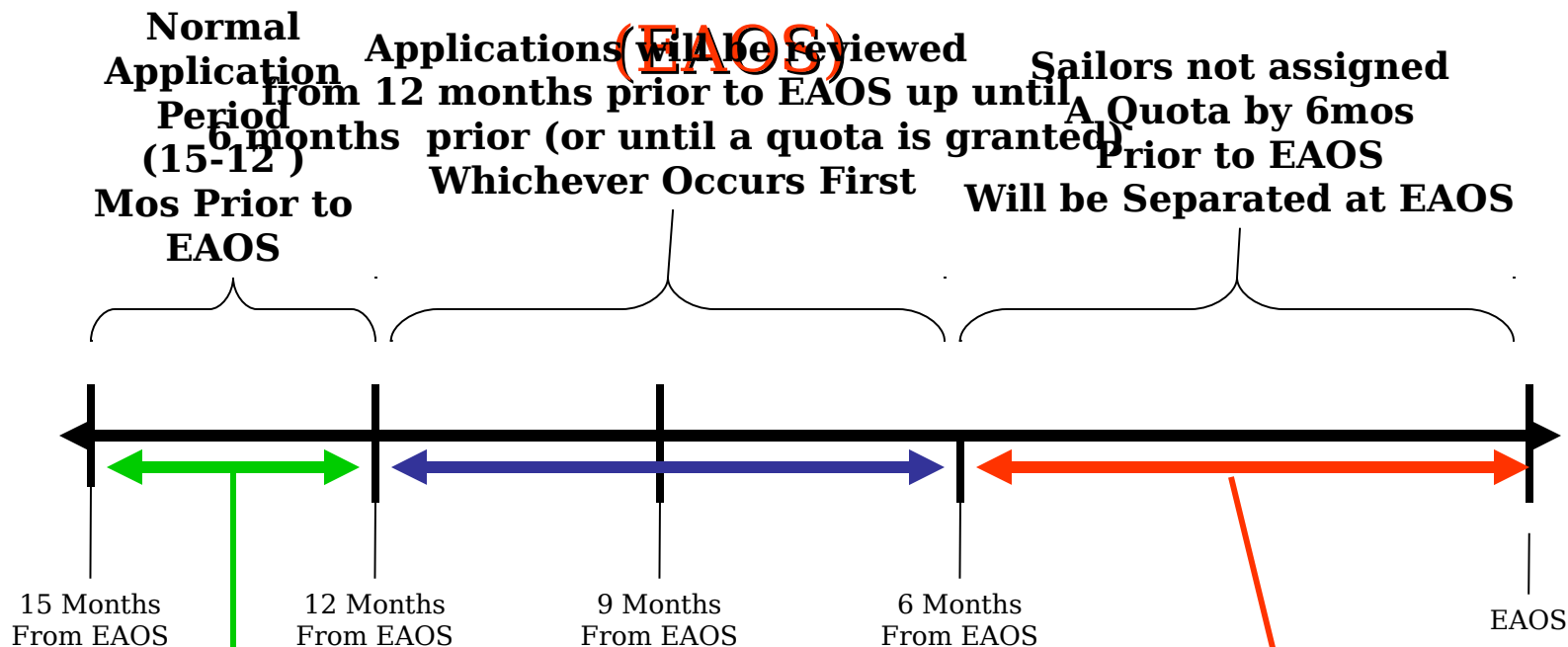


# Stacking Algorithm (Defining Quality)





# Application Timeline

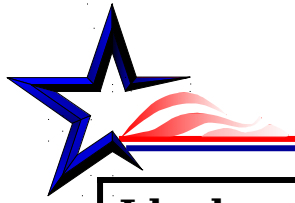


## Early Application Exceptions:

- All personnel who require OBLISERV for Orders may submit applications >15 mos.(ex.. PRD Prior to EAOS)
- All Personnel Eligible for STAR Reenlistments or Eligible to reenlist greater than 12 months from EAOS.

**All Applications Received Less than 6 months from EAOS Will receive only (1) Look**

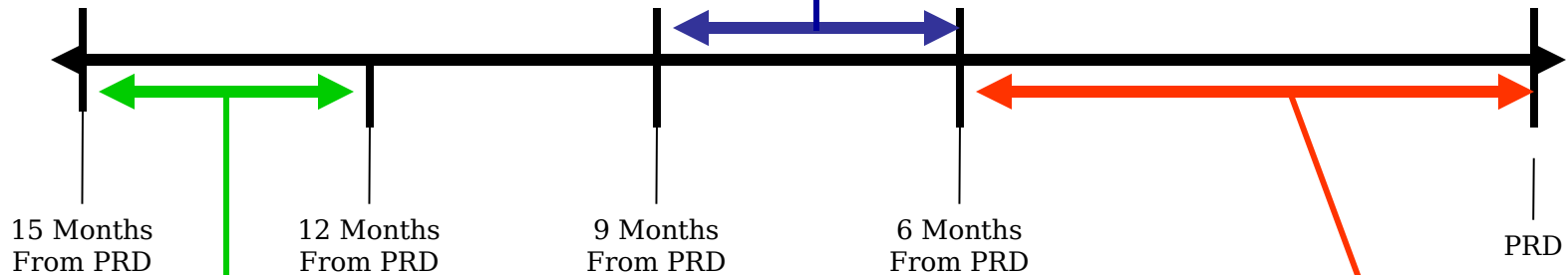
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# PTS and Detailing (PRD Driven)

**Ideal application period for personnel who require OBLISERV. Applications should be submitted 6 months prior to normal detailing window to allow maximum number of looks..**

**Normal Detailing Window**



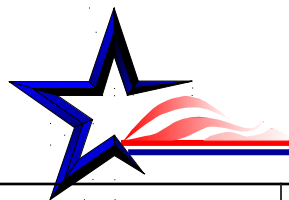
## **Career Planning Period**

- Commands should conduct Career Development Boards on all personnel who are within 12 months of PRD and submit PTS Applications for those who would require OBLISERV for Orders.

**All Sailors should be under orders  
No later than 6 months prior to PRD**

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# Results of October 2005, 32<sup>nd</sup> Stack (All CREO Categories)

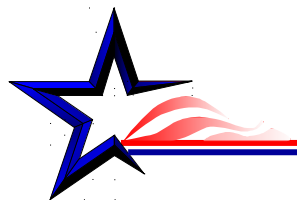


	August	September	October	Last 12 Months		Rolling 24 months	
<b>Total Applicants</b>	<b>5,030</b>	<b>4,848</b>	<b>6,281</b>	<b>30,470</b>		<b>61,679</b>	
<b>In Rate</b>	<b>1,932</b>	<b>1,966</b>	<b>3,320</b>	<b>23,714</b>	<b>77.8%</b>	<b>51,075</b>	<b>82.8%</b>
<b>Convert</b>	<b>110</b>	<b>111</b>	<b>131</b>	<b>1,455</b>	<b>4.8%</b>	<b>3,430</b>	<b>5.6%</b>
<b>Rollover</b>	<b>2,750</b>	<b>2,568</b>	<b>2,608</b>	<b>*2,608</b>	<b>8.6%</b>	<b>*2,608</b>	<b>4.2%</b>
<b>Reapply</b>	<b>43</b>	<b>18</b>	<b>16</b>	<b>363</b>	<b>1.1%</b>	<b>676</b>	<b>1.1%</b>
<b>Non-Rate Reapply</b>	<b>50</b>	<b>53</b>	<b>40</b>	<b>786</b>	<b>2.6%</b>	<b>1,181</b>	<b>1.9%</b>

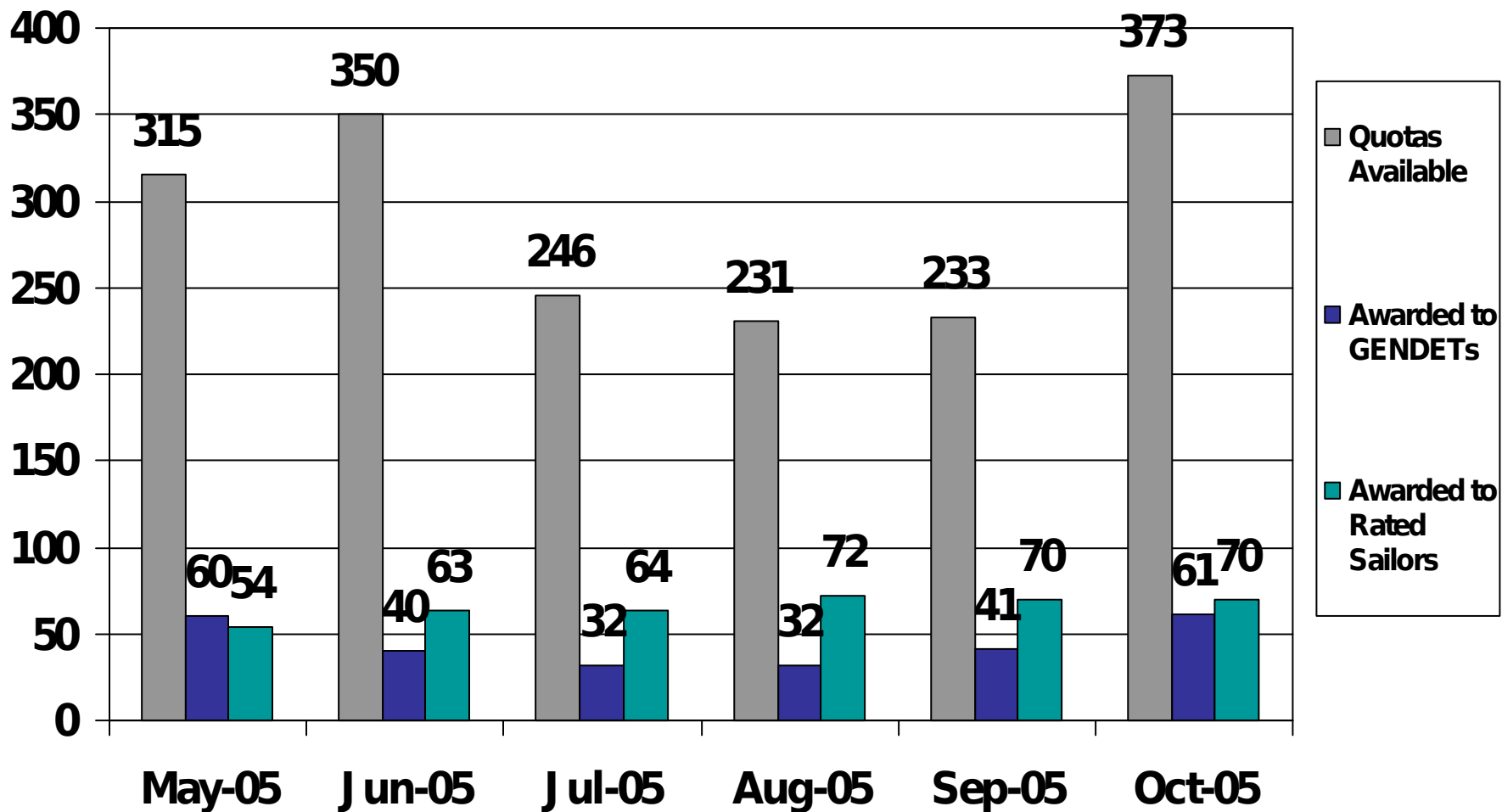
1) Duplicates removed (personnel applying a second time) 2) Reapply

\* Rollovers are not cumulative (most recent month listed)

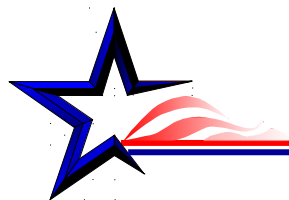
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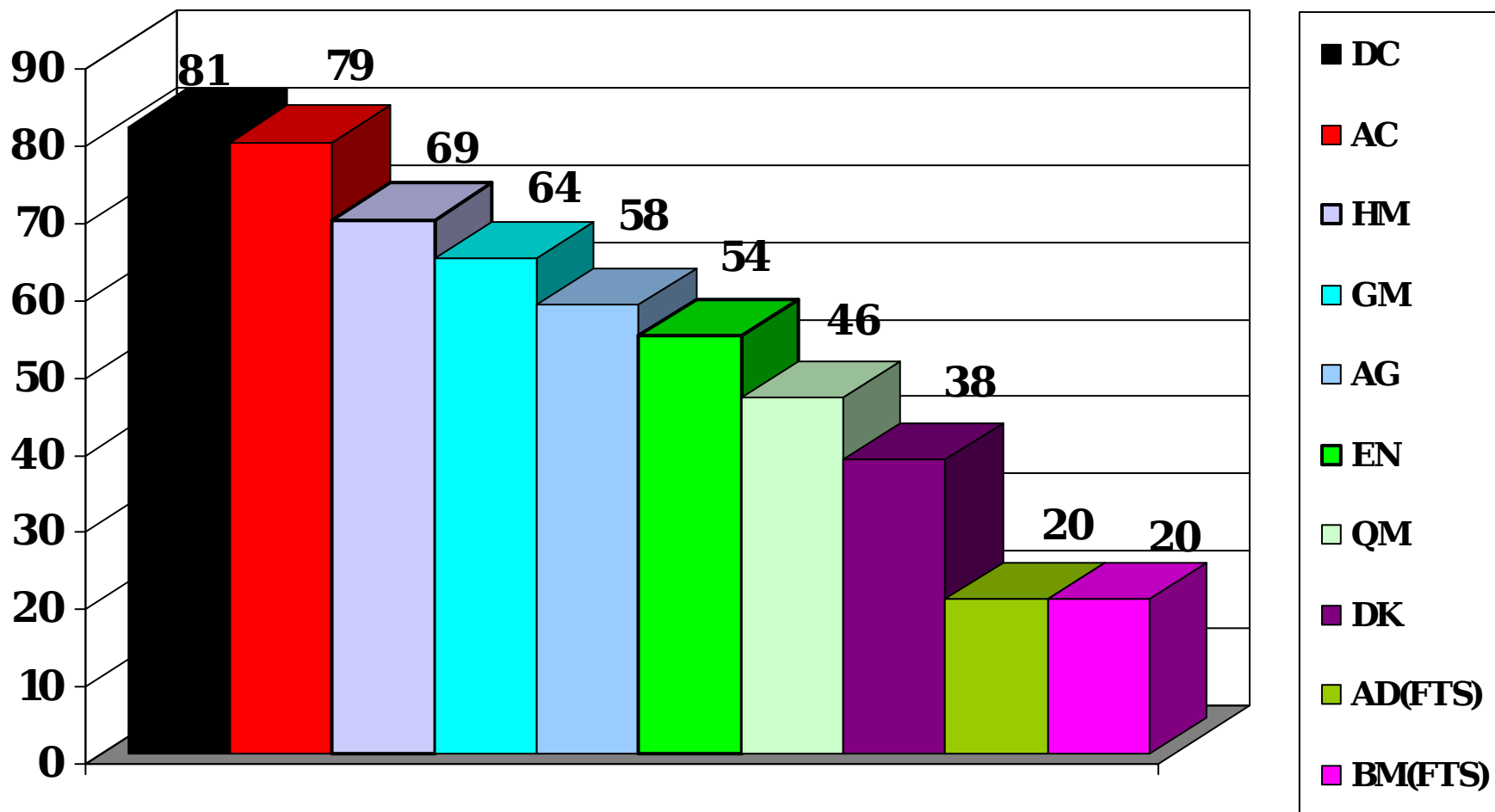
# Conversion Quotas for May 05 - Oct 05



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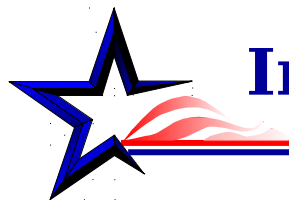


# Top 10 Ratings for Conversion into for Past Six Months (May 05 - Oct 05)

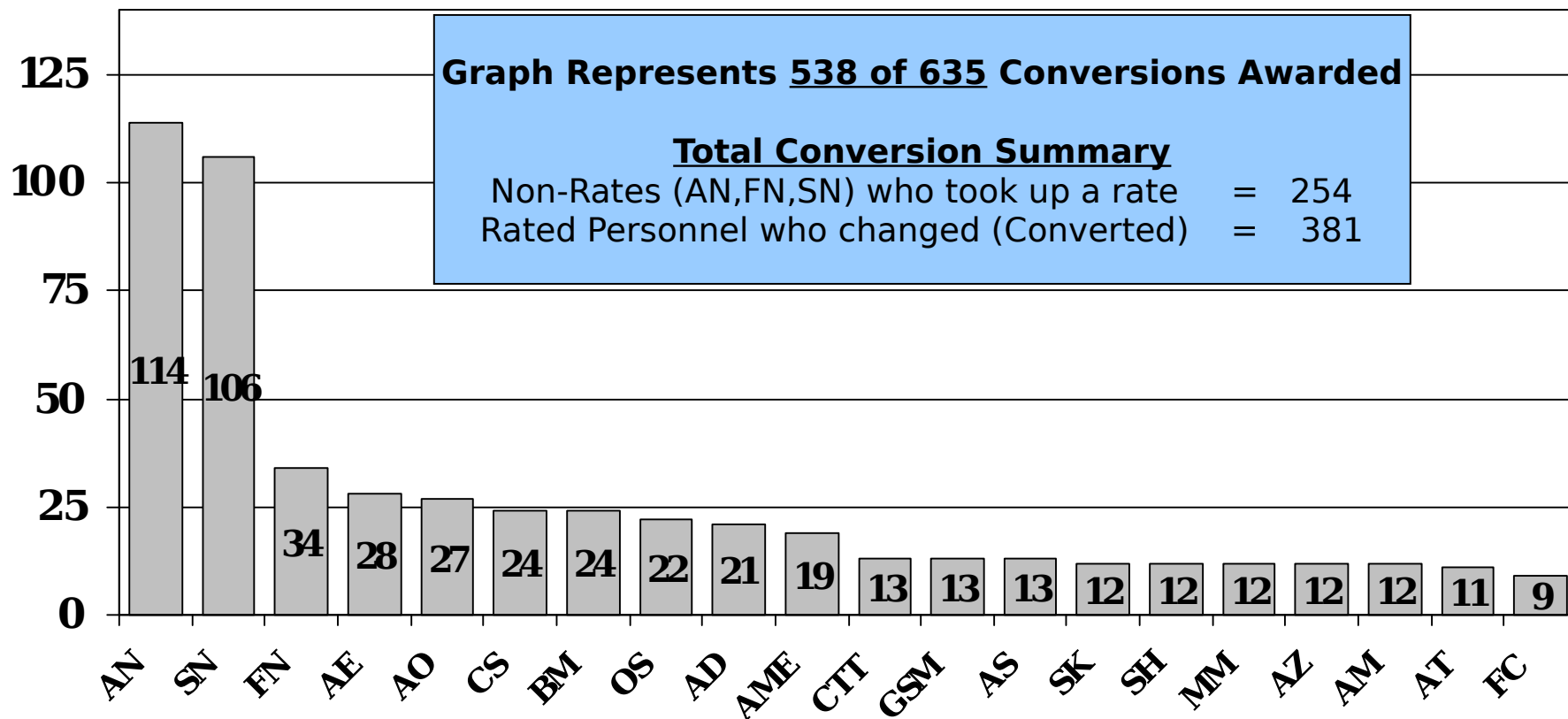


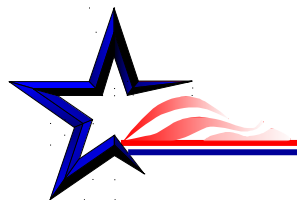
**Quotas to convert change monthly.**



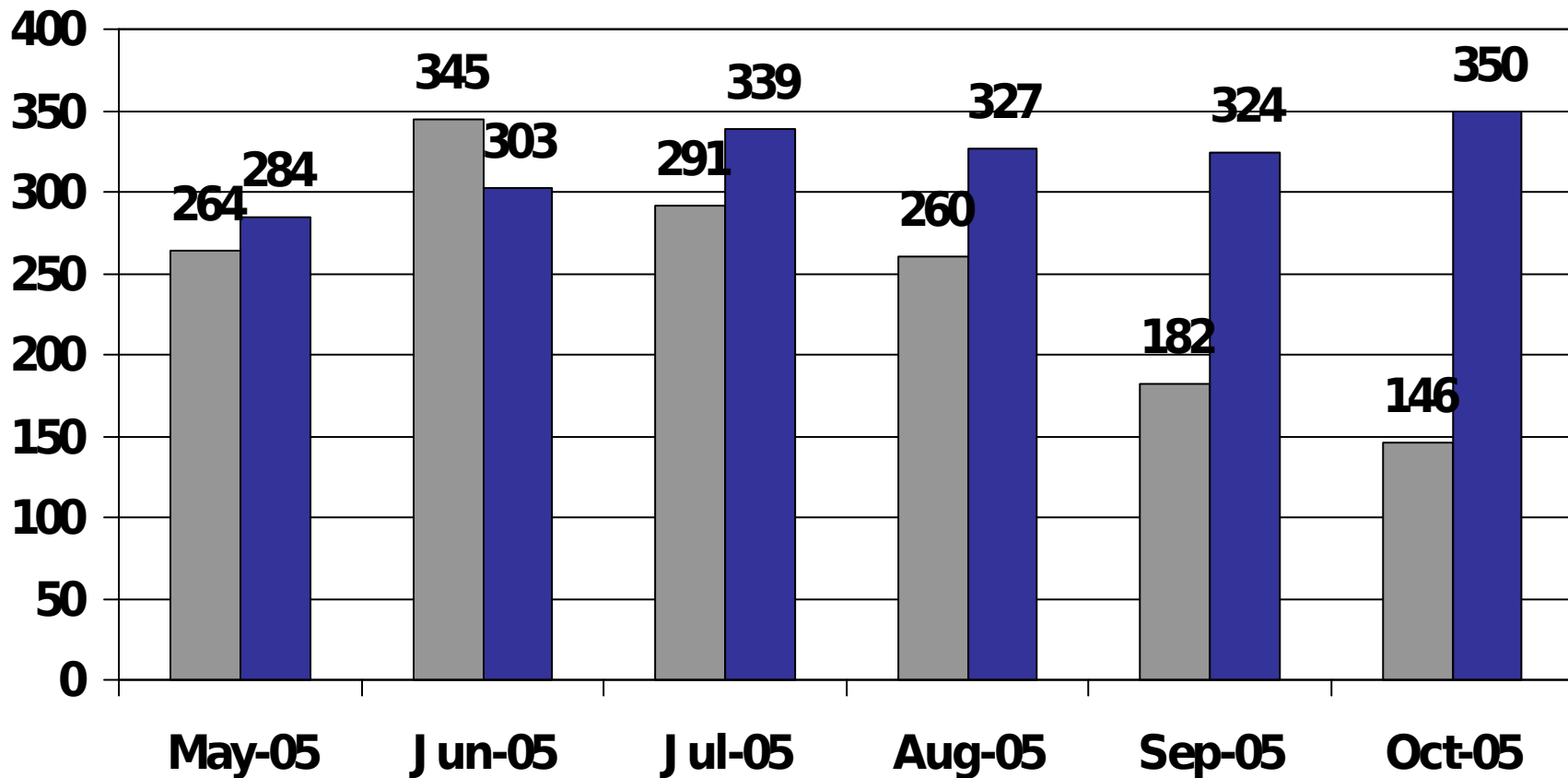


# Top 20 Rates Converted From In the Past 6 Months (May 05 - Oct 05)





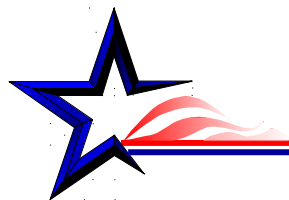
# GENDETs for May 05 - Oct 05



■ No Conversion Choices Selected

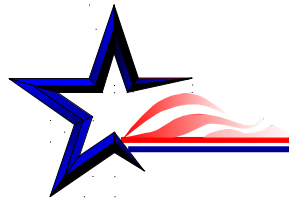
■ Conversion Selection taken

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# “PTS” Checklist for Leadership

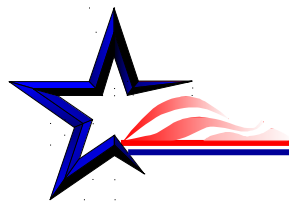
- Monitor CREO / REGA Messages
- Conduct Career Development Boards for all personnel in all CREO Groups
  - Review ASVAB scores for all “First Termers” in CREO 3 ratings
  - Improve identified weak areas with academic skills training
  - Identify eligibility for Rate Conversions (to CREO 1 or 2 Rates)
  - Effectively counsel Sailors on CREO ratings and advancement opportunities
- Re-Test (ASVAB) to qualify for more rate conversions
  - Identify area Re-testing and Re-classification procedures
- Ensure each Sailor has a Professional Development Plan
- Manage beyond your Lifelines – Think Big Navy!



# PTS Discussion Topics

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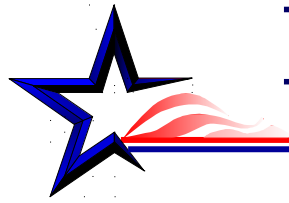
- CCC's must contact PTS Desk when a GENDET is selected for a rate off the exam or other wise rated.
- Commands are failing to put Sailors into PTS because they are planning to separate. Sailors must be put into PTS regardless of their intentions.
- Applications must be submitted within 12 mos of PRD or 12-15 months prior to EAOS whichever is sooner.
- A monthly review must be done for all personnel that have chosen conversion choices. Conversion quotas are updated monthly on the website.



# PTS Discussion Topics

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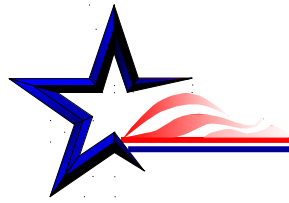
- When advancement results are published CCCs must update all applications for those Sailors who are frocked to next paygrade. For those commands with GENDETS that are authorized designation from Navy Wide Exams, CCCs must contact PTS desk to have records updated.
- CCCs must have access to PTS. CCCs must also contact PTS desk when they transfer to a new command to ensure their UIC is updated.
- CCCs must review the conversion quotas listed on the PTS website each month and update all applications based on the current available quotas.



# PTS Discussion Topics

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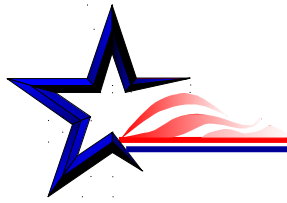
- If member doesn't qualify for any rates listed on the conversions list, Sailor must retake the ASVAB.
- Ensure Sailors understand that once they are selected for conversion to a rate through PTS the decision is final.....don't ask for a rate you don't want. Quotas are limited and this could cause other Sailors to miss out on an opportunity to convert and be separated.
- Ensure that Sailors are fully qualified for conversion rates they are requesting. If a Sailor is disqualified due to ASVAB they have missed out on a look in PTS and have taken away a billet for someone else.



# PTS Discussion Topics

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- When a Sailor takes a new ASVAB Test it is vital that the new scores be updated on their application. These are the scores that the ECM will use to qualify the member.
- GENDETS must have conversion choices on their applications...there is no exception to this.
- Do not submit a 1306 for any member currently in PTS.
- Sailors may only obliserve for 30 days beyond class grad date when attending "A" School via PTS. Reenlistment is not authorized for any reason.

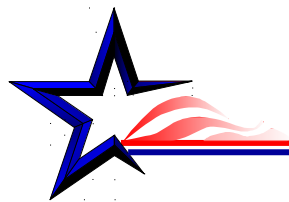


# PTS Discussion Topics

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- If member fails to complete “A” School they will be processed for separation within 60 days. (NEW MPM).
- Extensions: extensions may only be auth in the following cases:
  - (1) GENDET reapply msg is received (12mos)
  - (2) IAW MPM 1160-040 provided member has not been given a determination in PTS, ie. told to separate, etc.
  - (3) When mbr has been told to separate they are auth 60 days provided they don’t exceed 6 yrs service.
  - (4) When member is put in within 30 days of EAOS.





# PTS Discussion Topics

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- CO's do not have authority to extend anyone unless as listed above. Many commands are under the impression that the CO has blanket auth to give a 12 month extension.
- When in doubt call or email the PTS Desk.

POC:

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